

AFSCME, Local 101
MUNICIPAL EMPLOYEES' FEDERATION (MEF)
CONFIDENTIAL EMPLOYEES' ORGANIZATION (CEO)

PRELIMINARY LIST OF INTERESTS AND ISSUES

ADVANCE NOTICE

ALTERNATIVE WORK SCHEDULE

ANNUAL PERFORMANCE EVALUATION

- ESPPPP
- Key Element Review

DISCIPLINARY ACTION

- Progressive Discipline Policy (including part time benefitted and unbenefitted)
- Union representation at all meetings
- Arbitration instead of Civil Service Commission
- Police Department employees

DUES AND AGENCY FEE DEDUCTIONS

- PEOPLE and other AFSCME program dues collection and information

FULL UNDERSTANDING, MODIFICATION AND WAIVER

- Incorporation of side letters into MOA

GRIEVANCE PROCEDURE

- Notice
- Timeline triggers

HOURS OF WORK AND OVERTIME

- Work schedule
- Leave deemed time worked
- Scheduling of part time, unbenefitted employees

LAYOFF

- Seniority calculation
- Seniority list notification
- Exemptions
- Dispute resolution process

MAINTENANCE OF MEMBERSHIP

REDUCED WORK WEEK

- Voluntary furlough

SHIFT BIDDING (MEF ONLY)

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PRELIMINARY LIST OF INTERESTS AND ISSUES

SICK LEAVE

- Usage

UNION RIGHTS

- Timeliness for receipt of information from City
- Improved correspondence and notification
- Email use for communication

VACATION AND PERSONAL LEAVE

- Usage

WAGES AND SPECIAL PAY

- Standby Pay
- Callback Pay
- Higher Classification
- Uniform Allowance

WELLNESS